

The employment of Children

It should be noted that other legislation also exists which prohibits certain occupations and hours of work.

Adherence to the bye-laws is the responsibility of the employer. Failure to do so can lead to a fine of up to £1000.

Employers should note that the bye-laws require them to complete an application form for each child who works for them. This should be done within one week of the child beginning work. Applications are available from Education & Children's Services, Pullar House, 35 Kinnoull Street, PERTH PH1 5GD (tel 01738 476211).

Legally Education & Children's Services must receive the following information from employers:

- *Employer's name and address*
- *Name, address and date of birth of the child*
- *Hours and days to be worked and type of jobs to be done, as well as the place of employment*
- *A statement of the child's fitness to work*
- *Parental approval*
- *Details about the school the child attends*
- *Statement that an appropriate risk assessment has been carried out by the employer*

Education & Children's Services will issue a permit if:

- *the proposed employment is lawful*
- *the child's health, welfare or education will not be affected*
- *the child is fit to undertake the work*

A medical examination may be necessary to ensure that the child is

well enough to do the job. Education & Children's Services would make arrangements for this through the parent.

The permit will state:

- *name and address and date of birth of the child*
- *hours and days to be worked*
- *occupation in which the child is employed*
- *details of the tasks involved*
- *place of employment*

The child can be employed only in accordance with the details on the permit. This can be changed if the employer requests it in writing, within one week of the change of duties.

The permit can be withdrawn if Education & Children's Services thinks that:

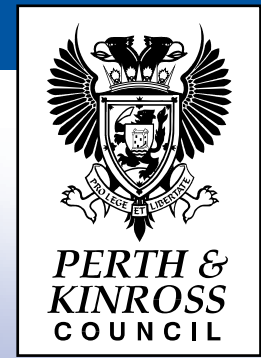
- *the child is being unlawfully employed*
- *the child's health, welfare or education are being affected*

The child must produce the permit for inspection when asked by an officer of the Council or a Police Officer.

Permitted Periods of Working

No child shall be employed:

- *before the close of school hours on any school day*
- *after 8.00 am on any school day*
- *before 7.00 am or after 7.00 pm on any day*
- *for more than 2 hours on any school day*
- *for more than 4 hours in any day without a rest break of one hour*
- *without having two consecutive weeks without employment in any one year*
- *if under 15, for more than 5 hours a day or 25 hours a week on any non-school day/week*
- *if over 15, for more than 8 hours a day or 35 hours a week on any non school day/week*
- *for more than 2 hours on a Sunday*



The following list shows the permitted types of employment for each age range.

Type of Employment	Age 10-12	Age 13	Age 14-16
Light Work			
Occasional light agricultural or horticultural work under direct supervision of parent	X	✓	✓
Light agricultural or horticultural work	X	✓	✓
Delivery of newspapers, journals and printed material	X	✓	✓
Shop work	X	✓	✓
Hairdressing salons	X	✓	✓
Office work	X	✓	✓
Car washing by hand in a private residential setting	X	✓	✓
Other light work	X	X	✓
Other Work			
Caddie on a golf course	X	X	✓
Outdoor work without suitable clothes or shoes	X	X	X
Street trading	X	X	X
Cinema, theatre, discotheque, dancing hall or nightclub (except in connection with a performance given entirely by children)*	X	X	X
Sell or deliver alcohol	X	X	X
Deliver milk	X	X	X
Deliver fuel oils	X	X	X
Work in commercial kitchens	X	X	X
Collect or sort refuse	X	X	X
Work more than 3 metres above ground/floor level	X	X	X
Employment involving exposure to physical, biological or chemical agents	X	X	X
Collect money or sell door to door unless under adult supervision	X	X	X
Exposure to adult material	X	X	X
Telephone sales	X	X	X
Slaughterhouse or butchery connected with the killing of livestock or preparation of carcasses or meat for sale	X	X	X
Fairground attendant, amusement arcade or in any other premises used for the purpose of public amusement by means of games of chance or skill or similar devices	X	X	X
Personal care of residents in residential/nursing homes unless under adult supervision	X	X	X
Race course or dog racing enclosure	X	X	X
Premises connected with gaming or betting	X	X	X
Driving, feeding or attending to animals at auction mart	X	X	X

*Subject to Performing Licence

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Perth & Kinross Council Bye-laws

The information contained within this booklet is intended to be a summary of the bye-laws relating to the employment of children within Perth & Kinross Council for pupils, parents and employers. It refers to young people under 16.

A full copy of the bye-laws is available from either the Head of Legal Services, 2 High Street, PERTH PH1 5PH or the Executive Director of Education & Children's Services, Pullar House, 35 Kinnoull Street, PERTH PH1 5GD.

If you or someone you know would like a copy of this document in another language or format, (on occasion only a summary of the document will be provided in translation), this can be arranged by contacting Vicky Sweeney 01738 476218

اگر آپ کے کسی جاننے والے کو اس دستاویز کی نقل کسی دوسری زبان یا شکل میں درکار ہو، (کبھی کبھی یہ دستاویز کے ترجمے کا خلاصہ ہی پیش کیا جائے گا)، اس کا انتظام 01738 476218 پر Vicky Sweeney سے رابطہ کر کے کیا جا سکتا ہے۔

如果你或你的朋友希望得到這文件的其他語言版本或形式 (某些時候，這些文件只會是概要式的翻譯)，請聯絡

Vicky Sweeney 01738 476218

來替你安排